

Inside: DFT Preview • Recruiting Regionalization • The Doctor is In



RR
RESERVE RECRUITER

Her New Palace

Career choices 'chase' beauty queen into Air Force Reserve

THE MAGAZINE OF THE AIR FORCE RESERVE RECRUITER

A salute to 8,000!

by Col. Mike Mungavin
Reserve recruiting service commander

By the time you read my comments, the results will be official. I'm confident that we will have made goal for the seventh year running.

I believe the 8,000th accession will happen by Friday, Aug. 31. In fact, I think it will happen that very day, no matter what a certain major says. This will give most of you a chance to use September to 1.) catch your breath – take any “use or lose” leave you may have or the passes many of you earned and/or 2.) start to build your bank for early October enlistments. Remember the key to success (and a lot less strain) is a positive balance in life and staying ahead of the game/goal.

You all will be very pleased at the Deployment for Training due to some important and previous events. We will do the much-requested golf tournament (with other events for nongolfers) and a new facility has been built, allowing for a much better classroom environment.

This is your event and, as such, we listen to your feedback toward improving the event. We also ask for your input this year on ideas to ensure it is a remembered DFT. Lt. Gen. John Bradley, commander of Air Force Reserve Command, is our guest speaker and presenter during the awards banquet. Also, AFRC Command CMSgt Troy McIntosh will speak at the Recruiting Service Dining In.

Come ready to enjoy yourself – it's our chance to show you our staff and just how important you are to accomplishing the Reserve Recruiting Service mission.

My many thanks to you and your families for all you do each and every day toward making this great nation the best in the world. Cheers!



Colonel Mungavin

Fighting inflation

Commentary by Chief Master Sgt. Joseph Bulmahn
Wright-Patterson AFB, Ohio

The Wright-Patterson Air Force Base chief master sergeants assembled in July to discuss the new Enlisted Performance Report form and all the peripheral issues attached to it.

Two hours in a conference room with 30 chiefs can be a bit tenuous and draining. Chief Master Sgt. John Hake, the command chief for Air Force Materiel Command, fielded some pretty tough questions that have no easy answers. Anytime there is change, there is resistance but the chief had some great answers and opinions.

One message really resonated with me. We must deflate our EPR ratings. I have felt this way since they replaced the inflated Airman Performance Report with the EPR in 1990. Back then, the Air Force made a serious attempt to force supervisors to give more reasonable ratings to their Airmen. They set “expectations” of what percent of the enlisted would get what rating. At some bases, the expectations were interpreted and enforced as quotas while some bases stuck with inflated ratings. This caused some disparity.

In hindsight, that probably wasn't the best way to reduce swollen ratings so that temporary, instant deflation lasted a year or two before the air nozzle was reattached to our appraisal system. Unrealistic assessments cause serious problems for our Air Force, but it seems few want to be a part of the solution. I was pretty angry a few years ago at another base when a flight commander was resistant to appointing a particular master sergeant as his flight chief. I had already reviewed the senior NCO's personnel record, and he had “firewall” five ratings; two from the supervisor who was trying to convince me he was a dirt bag! The problems don't end there.

Inflation begets inflation. What do we do once we have given a mediocre performer three or four years worth of “five” EPRs? You guessed it; the mediocre performer gets a medal he never earned. How can anyone reviewing it refuse based on the documentation in front of them? Group and wing leadership rely heavily on those performance reports when they make decisions on decorations.

Also, inflation really hurts our very best in two ways. First, it can be very demotivating when Staff Sgt. I. M. Fantastic, who works very hard and produces exceptionally quality work, finds out from Staff Sgt. Ben Slacking, a substandard performer, that he also received a five rating. Why try so hard if the reward is the same? Secondly, it hurts them under the Weighted Airman Promotion System. I argue whenever you give a rating that is not earned, you hurt every Airman he will ever compete against for promotion. What a profound shift in thinking for some.

Honest assessments will bring out the best in our Air Force team. The standard will improve or leave, the average will perform better, and the exceptional will truly be recognized above their peers. They will stay motivated and will serve as role models for peers and subordinates.

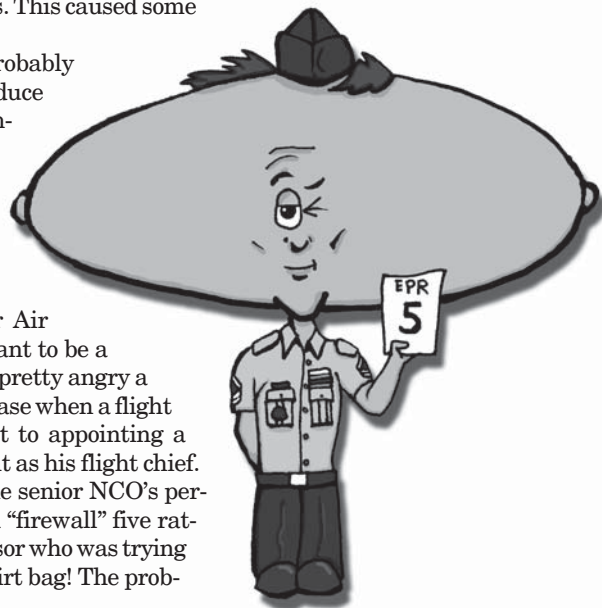


Illustration by MSgt Jason Tudor

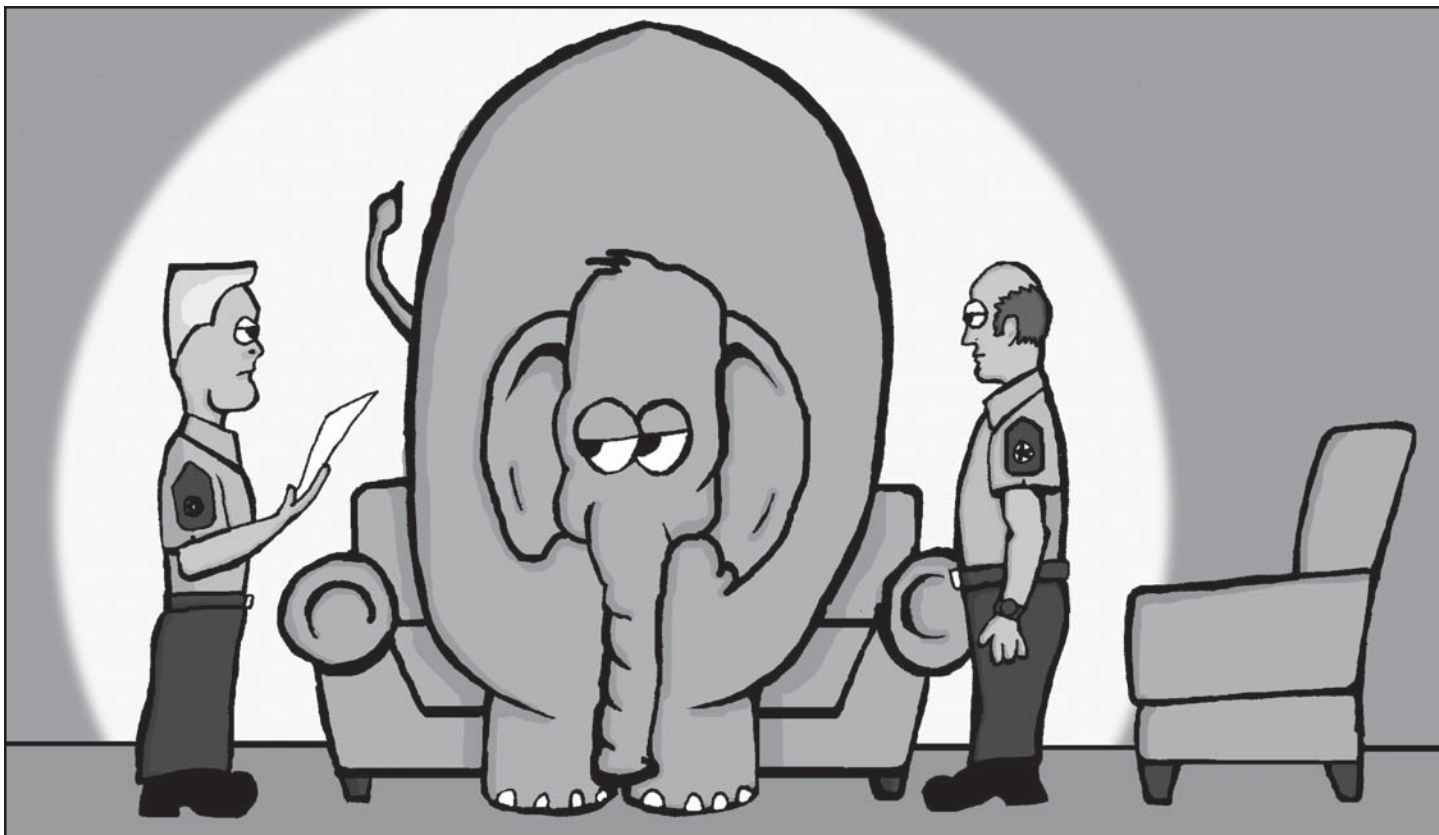


Illustration by MSgt Jason Tudor

Avoiding the elephant in the room

by CMSgt Mike Bibby
Recruiting Service manager

Boy, am I enthusiastic! I am in place and excited about working with the best recruiters in Department of Defense. The times we are in are exciting and bring a fresh new outlook to the recruiting force.

I figured my first article would be the best place to tell you what I believe to be important: production. That's it. Produce big numbers, and everything follows. That is, after all, what we signed on to do – staff the Air Force Reserve.

You see, when we talk about production we can go in two immediate directions. First is kudos and "props." The second is "what's the problem?" The props are easy. The problem? That's when it gets difficult.

When I talk to recruit-

The PE is a tool designed to take an honest, in-depth look at all your processes. Used correctly, the PE will provide and validate specific data on all your processes ...

ers about deficient production, I have to face the elephant standing in the living room – the production evaluation. Let's take a look at it and add a new perspective to this misunderstood process. The PE is often thought of as a negative or just avoided entirely. So let's look at the purpose, the process, and finally the fix.

Before I start, remember: this is a great tool when used correctly. My intention is getting the correct focus. After all, you

would not use a sledge hammer to hang pictures. Likewise, misuse of this tool leaves holes in the final product. We end up doing more work with more tools later to fix our own neglect.

A recruiter once told me his senior recruiter uses the evaluation as a threat. "Get on track or I will do one," he was told. My recommendation to the recruiter was ask him to do it! Your request acknowledges you may have a problem. You just want to trouble shoot the

office for a fix.

If a PE is not for discipline, what is its purpose? The PE is a tool designed to take an honest, in-depth look at all your processes. Used correctly the PE will provide and validate specific data on all your processes and programs pointing to potential causes for production issues. The data obtained from the PE will allow your senior recruiter and flight leadership to accurately apply solutions to get production back on track.

In many ways, production evaluations are like passing a kidney stone; both the senior recruiter and the recruiter getting the PE have cringed at the thought of having it happen. The process is outlined on the PE checklist and current program. The senior recruiter completes the evaluation checklist by

See ELEPHANT, next page

sitting with the recruiter and reviewing all of the processes. Your senior recruiter and flight will then analyze the data obtained to develop a plan that will correct the specific problem.

The evaluation results will focus our efforts to get you on track. The solution has to be data driven.

Otherwise, we have wasted time. This data will show you opportunities to excel, and may even point to zone issues and goal problems leadership may need to consider. A wise chief once told me "If you do all the little things, big things happen." If you're not doing the little things, the PE will show it. Evaluation data is a tool for the flight to use when office classifications are discussed.

You should receive a detailed action plan putting you on the track for continued success in the recruiting force. This plan may include Continued Sales Training or RX Audio; activity requirements like lead generation or interview expectations. In all cases you will be sure it is a data-driven decision.

My motto for years has been, "My level of love for you is in direct proportion to your production for me." We live and breathe in a "what have you done for me lately" career field facing rejection daily. It's easy to get in a funk. I have seen solid recruiters shake it off and make a comeback with the help of our production evaluation process.

In closing, the production evaluation is a great tool. It provides data to determine where you may need to focus. It will help make a data-driven, goal-oriented plan. So, take a fresh look at the evaluation and you will see this is a powerful tool to fix production related problems at all levels with data!

Being in business of running a recruiting franchise

**by Maj. David Brown
610th Reserve Recruiting
Flight commander**

"It's just like running your own business," is a phrase often used by senior recruiters when talking to current and prospective recruiter applicants when describing what they will take on when joining our Reserve Recruiting team.



Major Brown

Nothing could be further from the truth.

What Airmen get when they take the mantle of the Reserve Recruiter is a franchise. They'll have the opportunity for one-of-a-kind training while serving their country in one of the most vital jobs in our military service. By serving in the Air Force Reserve as a recruiter, an Airman gets a proven system, free back office functions, free advertising and ongoing support and training. Meanwhile, the Airman serves on a proven team with a rich history and a vital mission today and well into the future.

However, since the phrase "running your own business" exists within our culture, it's time we made a change. That requires more than just saying we will. It means a change in our mindset. As we change the culture to be more in line with reality, we change the language.

First, let's take a look at the culture – how we think we're run. First, that "running your own business" business. It's easy to get caught believing a recruiter runs his own business with no ties, and all the leeway in the world. Recruiters tend to work alone or with small staffs in office buildings and other locations away from military bases. Their bosses are often in a different office 30 minutes to an hour away, and in some cases they are even in another country. The amount of autonomy is

tremendous.

To that extent, here's an example. If you were to open your own hamburger joint, nobody except your family and the Internal Revenue Service care about profit and losses. The health inspector visits once a year. You buy required permits and follow local, state and federal laws. You pick locale, colors, price, training method and cooking style, etc. If you want to wear flip-flops to work you can.

After that, however, you're on your own.

Profits keep everything afloat from insurance to retirement. There are no support people to back you up with statistics, training or idea sharing. No one to step in when you're sick. No trips out of state for free training.

Now, let's say you opened a franchised business. In this case, that model is more in our wheelhouse. The corporate headquarters will be involved in location selection. It will tell you the rules, what uniforms to wear – even how to place the pickles on the burger as well as how many. The HQ sets prices and trains you and your employees. Tell you what uniform to wear, how to wear it and when. Sound familiar?

Nobody is flying solo in a recruiting franchise. The work our recruiters do – accessing, quality people to be part of the world's elite air and space fighting force – is a team effort. Department of Defense, Air Force and local instructions guide the way while hundreds of support people locally and at headquarters better enable the practices.

Still more clearly and on par with our warrior mantra, we are operating locations separated from our field unit. We're charged with a vital mission and ensuring what we do for our headquarters – the Air Force Reserve – met 100 percent every time we do it.

So do your part to change the culture. Let folks know when they decide to become a recruiter, their taking on a franchise with an exceptional record of performance. Are they running their own business? Nothing could be further from the truth.

FIRST LOOK

Briefs

AFECD issue resolved

The issue of accessing Part II of the Air Force Enlisted Classification Directory has been resolved.

The following directions apply to access information to Parts I and II:

1) Go to the AFPC web site

<http://ask.afpc.randolph.af.mil/>

2) On the right side of the screen in the Search Tips block type in AFECD and press enter;

3) The Summary will show results. Click on the response, "Where can I find a copy of the Air Force Enlisted Classification Directory (AFECD)?"

4) Under File Attachments, select the most current month and year AFECD Part I and II for use.

Saving a web address to go directly to a portion of the AFECD by date will only give you access to that one area, which could be wrong).

Black hats

Airmen in need of the Squadron Black Cap must contact their individual flights. The Flights are responsible for ordering caps.



Flights can order caps from:

LOGO PRO

102 A Houston Lake Rd

Warner Robins GA 31088

Phone 478-953-9541

Ask for Larry.

Family SGLI

It is important to keep the Defense Enrollment Eligibility Reporting System file updated with current spouse information to ensure proper charges and avoid accruing debt, according to the commander's support staff. Learn the difference between FSGLI and Servicemembers Group Life Insurance, how to update the DEERS file, and how to reduce or decline coverage at: <http://www.dfas.mil/mil-news/may2007/fsgli.html>.

Career choices 'chase' Miss Arkansas to AFR

by Staff Sgt. Jeff Kelly
315th Airlift Wing Public Affairs

CHARLESTON AIR FORCE BASE, S.C. — Palace Chase, the program that allows Regular Air Force members to complete their service obligation in reserve status, will allow the reigning Miss Arkansas USA 2007 to pursue her dream of becoming a television news anchor.

First Lt. Kelly George, deputy chief of public affairs for the 314th Airlift Wing at Little Rock AFB, Ark., will become an individual mobilization augmentee in the first week of August. In that capacity, she will serve in that office, but not full-time.

The Palace Chase program changed through Sept. 30 of this year to require one-for-one service. This means Regular Air Force members owe Air Force Reserve Command whatever time is left on their service commitment, nothing more nothing less. On Oct. 1 the program will revert back to the old service commitments, which are double or triple when members transition to the Air Force Reserve.

"To be honest, when I started the program it was under the old rule," said Lieutenant George. "That wasn't a problem for me, but it was definitely nice when I found out about the new option. I plan to stay longer than my current two-year commitment, but it is always nice to have that option."

There are many reasons regular component Airmen may want to transition to the Air Force Reserve. Opportunity was Lieutenant George's motivation.

"I'm not getting out because I didn't like the Air Force," she said. "I just got the dream job offer as a civilian. Now I will still be able to work with my Air Force partners here and pursue that career."

Lieutenant George says her co-workers support her coming back to



Second Lieutenant Kelly George was selected as Miss Arkansas USA during the state pageant Oct. 28 held on the campus of the University of Central Arkansas. Lieutenant George is a resident of Sherwood, Ark. (Courtesy photo/Rhonda Garrett Gilliam)

serve as a reservist under the Palace Chase program.

"Palace Chase, joining the Reserve, has helped Kelly and the Air Force," said Capt. David Faggard, chief of public affairs for the 314th AW. "It has allowed her to fulfill her lifelong dreams of working in the television industry as an anchor person and has also been beneficial for the Air Force because we keep a sharp, trained public affairs officer in uniform. Even though it's only part time, the Reserve and Guard are part of our team. What we do could not be done without them." (*Air Force Reserve Command News Service*)

Kudos, Awards & More

Promotions

To Lt Col -- **Mike Christoph** and **Leslie Pratt**.

To CMSgt -- **Erik Anderson** and **Glen Barnes**.

To SMSgt -- **Brian Boyd**, **Russell Forsee** and **Gary Johnson**.

To MSgt -- **Leonard Dixon**, **Marcus Kirksey**, **Jason Payne** and **JaDina Stephens**.

Meeting goal

The following operating locations met or exceeded their goal as of press time. Congratulations to each location, listed here in alphabetical order:

Andrews, Barksdale, Beale, Charleston, Carolina, Denver In-Service Recruiter, Europe, Flight 610, Health Professions Central, HP North, Luke, Niagara, Officer Accession North and South, Patrick, Pope, Tinker, and Willow Grove.

Century Club

MSgt **Briana Ontiveros**, Barksdale AFB, LA., reached the Century Club in July. She achieved the mark with 80 total accessions. Also, MSgt **Ryan Noorlander**, Scott AFB, Ill., reached the mark Aug. 9.

Top support people

May -- MSgt **Hollie Mason**, commander's support staff, headquarters.

June -- MSgt **JaDina Stephens**, Personnel Programs NCO, 622nd Flight.

July -- MSgt **Robert Flores**, headquarters training branch.

Heroes of the Week

June 1 -- MSgt **Steve Fousek**, in-service recruiter, Royal Air Force Mildenhall, United Kingdom

June 8 -- MSgt **Mike McClafferty**, Health Professions West

June 15 -- TSgt **James Dock**, line recruiter, Patrick AFB, Fla.

June 29 -- TSgt **Harvey Johnson**, LR, Providence, R.I.

July 6 -- MSgt **Scott Soucie**, ISR, Grand Forks AFB, N.D.

July 13 -- MSgt **Robert Denehey**, officer accessions recruiter, Charleston, S.C.

July 20 -- TSgt **Robert Mielke**, LR, Niagara Falls, N.Y.

July 27 -- MSgt **Candy Sommers**, ISR, Pope AFB, N.C.

Time off awards

The following people earned a three- or four-day pass for achieving their annual goal by May. Sergeant Hancock earned a second pass for making the Century Club. "As you have heard many times this year, "get ahead of the game," well -- you did! Now remember the balanced approach; take some time to recharge the battery, spend some time with family and do it safely," said Col. Mike Mungavin, Air Force Reserve Command Recruiting Service commander:

Flight 604: **Jessie Boyer** -- Andrews; **Ryan Noorlander** -- Scott; **Neil Lambrecht** -- Tinker; **Sean Watson** -- Travis; and **Anthony Salgado** -- Beale.

Flight 610: **Briana Ontiveros** -- Barksdale; **Mitchell Randle** -- Eglin; **Bruce Miller** -- Hill; **Shawn Moore** -- Hill; **Alex Asencio** -- Homestead; **Kevin French** -- Patrick; **Robert Vazquez** -- Patrick; **Jerry Hancock** -- Whiteman; and **James Dock** -- Patrick. The entire Whiteman operating location also earned this honor.

Flight 622: **Anthony Sherman** -- Keesler; **Robert Mielke** -- Niagara Falls; **Jennifer Tucker** -- Peterson; **Cherri Corbin** -- Peterson; and **Jeanette Masters** --

Westover.

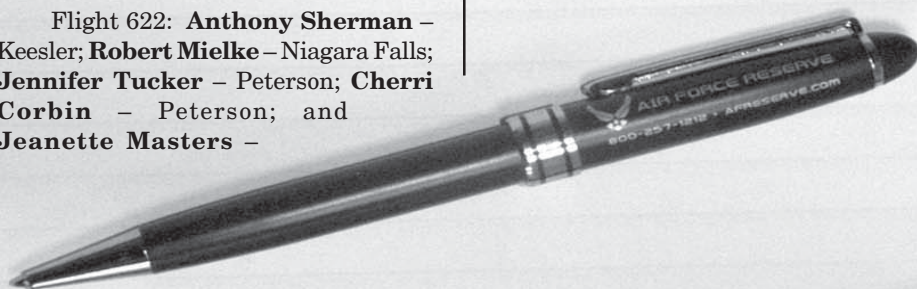
Carolina Flight: **Valerie James** -- Charleston; and **JoAnn Shaw** -- Pope.

Officer Accession Flight: **Pasquale Muoio** -- OA North; **Kristi Galvin** -- OA South; **Steve Thomas** -- OA West; **Avril Mitchell** -- OA North; and **Charles Lykins** -- Health Professions North

Moves

The following people, listed in alphabetical order, were notified of new assignments recently:

MSgt **David Drake**, headquarters staff, Robins AFB, Ga., August; MSgt **Juliana Graap**, headquarters staff, Robins AFB, Ga., August; TSgt **Michael Johnson**, in-service recruiter, Little Rock AFB, Ark., September; MSgt **Dana Logan**, headquarters staff, NPRC St. Louis, Mo., September; MSgt **David Papizan**, line recruiter, Pensacola, Fla., August; TSgt **Timothy Scott**, line recruiter, Huntsville, Ala., August; TSgt **Darin Thomas**, officer-accessions recruiter, Duluth, Ga., August; MSgt **Thomas Vitone**, headquarters staff, Robins AFB, Ga., August; MSgt **Veronica White**, in-service recruiter, Shaw AFB, S.C., October; and MSgt **Ricky Young**, in-service recruiter, Aviano Air Base, Italy, September.



Briefs

DFT excusal

Anyone intending on seeking an excusal from the deployment-for-training event this coming Octobers should submit their request by Sept. 6. The request should be routed via e-mail, through the senior recruiter and flight commander.

Establish an account

Air Force Reserve Command officials want all Airmen to establish virtual Personnel Center - Guard/Reserve, or vPC-GR, accounts.

Maj. Gen. Allan R. Poulin, AFRC vice commander, urges all reservists to get a vPC-GR account, by logging on to the vPC-GR Web site.

"Our personnel center is the hub of our transformation efforts, and vPC-GR is our tool to transition reservists to these Web-based personnel services," he wrote in a letter to commanders Feb. 1.

Update personal info

Air Force officials remind Airmen to complete a review of Air Force records and personal information. Airmen can log into the virtual MPF through the Air Force Portal.

Reserve fact sheets

The Air Force Personnel Center recently released the 2007 Guard and Reserve Personnel Fact Sheets. These include information on pay charts, promotion and retirement information, benefits, and assignment information. The fact sheets are available online at <http://arpc.afrc.af.mil/pa/fact/factsheet.asp>.

Family SGLI

It is important to keep the Defense Enrollment Eligibility Reporting System file updated with current spouse information to ensure proper charges and avoid accruing debt, according to the commander's support staff. Learn the difference between FSGLI and Servicemembers Group Life Insurance, how to update the DEERS file, and how to reduce or decline coverage at: <http://www.dfas.mil/mil-news/may2007/fsgli.html>.

Officials begin fit, wear tests on service coat

by Staff Sgt. J.G. Buzanowski
Air Force Print News

WASHINGTON -- Air Force officials are now set to begin fit and wear tests of the new service coat to better establish a dress uniform that fits the "warrior ethos" Airmen have today.

It's important for the uniform to represent the roles and accomplishments of Airmen, said Brig. Gen. Floyd L. Carpenter, the Airmen Development and Sustainment director.

"We talked extensively to Airmen, both in the field and through the Air Force Uniform Board process, and this is something they've repeatedly asked for," General Carpenter said. "We want a service dress that clearly represents our pride as Airmen and history as a service, and we want to make sure we get it right. That's one of the reasons we're referring to the proposal as the 'Heritage Coat.'"

Air Education and Training Command officials are spearheading the tests, which begin this fall. About 1,000 Airmen will be selected for the initial fit test to find candidates with a variety of body types. Once those Airmen are identified, about 400 of them will actually participate in the 90-day wear test in the spring of 2008.

The test locations are Maxwell Air Force Base, Ala., and its Gunter Annex; Lackland and Randolph Air Force Bases in Texas, and the U.S. Air Force Academy in Colorado. In addition, the Air Force Honor Guard will put the coat through its paces.

The new service coat has gone through several prototypes and Air Force leaders settled on a design similar to the uniform worn by Gen. Hap Arnold.

"We tried several design variations with different lapel styles and sizes, with and without buttons, belted and unbelted, as well as versions with a wide variety of pocket



TSgt Cohen Young

Senior Master Sgt. Dana Athnos models the new Air Force service dress Heritage Coat, designed on the uniform worn by Gen. Hap Arnold.

configurations," General Carpenter said. "The prototype coat being tested pulls the strongest mix of detail preferences into one coat and combines them with the latest in textile assembly industry."

Once feedback has been received from the Heritage Coat wear test, the Air Force Uniform Board will make final decisions on the new coat's details and, with approval from Air Force Chief of Staff Gen. T. Michael Moseley, send it into production.

Leaders reduce training time

Air Force Print News

WASHINGTON — Air Force leaders to reduce the amount of ancillary training Airmen will perform each year.

The numerous training briefings Airmen are required to attend annually will be combined into a new “block instruction” plan, which will be arranged to more efficiently get Airmen the information they need.

“I will not let ancillary training overshadow our combat focus; these concrete steps will tip the scales to give Airmen more time to focus on their primary mission,” said Air Force Chief of Staff Gen. T. Michael Moseley.

The 90 minutes of briefings will satisfy annual training requirements, but there still will be some instances when the standard briefings will be needed, such as Airmen arriving at their first duty station or heading to an overseas assignment.



Photo by Tech Sgt. Rick Sforza

Balad visit

Lt. Gen. John A. Bradley, commander of Air Force Reserve Command, visits Master Sgt. Thomas Coffin at the Air Force Theater Hospital at Balad Air Base, Iraq recently. Sergeant Coffin, deployed from the AF Reserve's 4th Combat Camera Squadron, was recovering from a gunshot wound.

AF intros revised performance reports

Air Force Print News

WASHINGTON (AFPN) — The Air Force introduced revised officer and enlisted evaluation forms for Air Force Reservist officers and enlisted people Aug. 15 as the service transforms its personnel processes.

The major part of this effort has been directed at reducing the workload associated with preparing officer and enlisted performance reports while ensuring the evaluation process remains fair and provides for accurate portrayal of performance, officials said.

The change also includes the much anticipated addition of physical fitness documentation to both evaluation and feedback forms.

Although the Air Force used a competency based performance evaluation and feedback process, the changes to the evaluation forms make them a more user-friendly, value-added product that accurately reflects an Airman's performance.

“Daily support to combatant commanders worldwide and the constant requirement to provide training and support to Airmen and their families have placed a heavy workload on our entire force,” said Lt. Gen Roger A. Brady, Air Force deputy chief of staff for manpower and personnel. “The reality is that we cannot continue to accept cumbersome processes that impact our ability to operate at a high tempo. At the same time, we need to ensure that our evaluation processes fairly and accurately

reflect performance.”

Both the officer and enlisted performance reports were shortened and technologically enhanced to decrease the time required to accomplish the report. The OPR narrative lines were significantly reduced and the unit mission description and impact on mission accomplishment areas were eliminated.

While the former OPR had six performance factor blocks to rate job knowledge, leadership skills, professional qualities, organizational skills, judgment and decisions and communication skills, the new form has one block to be used to indicate that all standards are met; if an officer does not meet standards, the new OPR allows for more detailed information to be provided.

Ten ways to help find focus

by Scott H. Young

Writing to-do lists and keeping a schedule may keep you organized, but does it really help you get more done? I believe that organization is important, but what you really need is focus. Being able to sit down and concentrate intensely on your work for a few hours. Even a half hour of focused effort can get more done than an entire day of distraction and multitasking.

Here's some tips to get into a state of deep concentration where work flows easily:

1) Cut Off the Noise

It may be obvious that distractions aren't helping your focus, but do you actually cut them out? I'll admit, it can be tempting to put the e-mail alerts on, turn on the IM and answer every request sent your way. But in the end it is only preventing you from concentrating.

Getting into a state of concentration can take at least fifteen minutes. If you are getting distracted every five, you can't possibly focus entirely on your work. Answer your e-mails at scheduled times. Request that people don't interrupt you when working on a big project. If you are required to answer phones and drop-in's immediately, schedule work when the office is less busy.

2) Structure the Environment

The place you work can have an impact on your ability to focus. Try to locate yourself so you are facing potential distractions such as doors, phones or windows. This way you can take a glance to assess sounds that would otherwise break your focus.

3) Clarify Objectives

Know what your goal is clearly before you start. If you aren't sure what the end result is, the confusion will make it impossible to focus. Before I write any articles, I define the main focus of the article and get a brief mental picture of the structure. Unclear objectives often result in having to redo sections of work.

4) Divide Blobs

Big blobs of tasks that have no clear start or end point destroy focus. If you



have a large project that needs work, clearly identify a path that you will use to get started working on it. If the sequence of actions isn't obvious, it will be difficult to concentrate. Taking a few minutes to plan your end result and the order you will complete any steps can save hours in wasted thinking.

5) Know the Rules

Get clear on what the guidelines are for the task ahead. What level of quality do you need? What standards do you need to follow? What constraints are there? If you are writing a program, get clear on how much commenting you need, what functions you want to use and the flexibility required. If you are writing an article, decide on the length and style.

If the rules aren't clear from the outset, you will slip out of concentration as you ponder them later.

6) Set Deadlines

Deadlines have both advantages and disadvantages when trying to force concentration. A deadline can make it easier to forget the non-essential and speed up your working time. If you give yourself only an hour to design a logo, you will keep it simple and avoid fiddling with extravagant designs.

Time limits have disadvantages when they cause you to worry about the time you have left instead of the task itself. I recommend using a deadline when:

Time is limited. If you only have a day to complete work that could easily take weeks, chunking it into specific deadlines will strip away everything that isn't crucial.

It's easy to lose sight of the bigger picture. If your task could easily expand to have new features or ideas, use a deadline to keep it under control.

To avoid procrastination. A tight deadline

can save you if you are worried about procrastinating.

7) Break Down Roadblocks

Roadblocks occur whenever you hit a tricky problem in your work. This can happen when you run out of ideas or your focus wavers. Break down roadblocks by brainstorming or planning on a piece of paper. Writing out your thought processes can keep you focused even if you might become frustrated.

8) Isolate Yourself

Become a hermit and stay away from other people if you want to get work done. Unless your work is based on other people they will only break your focus. Create a private space and refuse to talk to anyone until your work is finished. Put a sign on your door to steer away drop-ins and don't answer your phone.

9) Healthy Body, Sharper Mind

What you put into your body affects the way you concentrate. Nobody would expect peak performance if they showed up drunk to work. But if you allow yourself to get chronic sleep deprivation, overuse stimulants like caffeine or eat dense, fatty foods your concentration will suffer. Try to cut out one of your unhealthy habits for just thirty days to see if there is a difference in your energy levels. I've found even small steps can create dramatic changes in my ability to focus.

10) Be Patient

Before I write an article, I often sit at my desk for a 15 or 20 minutes before I put finger on the keyboard. During this time I feel a strong urge to leave or do something else. But I know that if I am patient, I'll stumble upon an idea to write about and enter a state of flow. Without a little patience, you can't take advantage of flow when it rushed through you.

If you need strong concentration I recommend periods of 90-120 minutes. Any less than that, and you will waste too much time getting started before the flow can continue. More than this is possible to sustain focus, but you will probably benefit from a quick break.

(This article is courtesy <http://Howto.Lifehack.org> and printed under the Creative Commons License)

Service transform

Changes made in time for October training event

by Lt. Col. Les Pratt
Advertising and information
systems division chief

Recruiting Service is morphing into a leaner more efficient organization better suited for the challenges ahead.

Under the change, four flights will be reduced to three. They will become squadrons and they will be geographically oriented rather than aligned directly with the numbered air forces. And, some functions previously carried out by headquarters will be handled at the squadrons, according to Col. Mike Mungavin, Reserve Recruiting Service commander.

"Our intent isn't to scare anyone. It's to provide more effective and cost efficient recruiting support. That's it," Colonel Mungavin said.

Recruiters will learn more details and particulars for their organizations at the upcoming Deployment for Training activity in Savannah, Ga., according to Colonel Mungavin.

"The DFT is where we'll actually turn the key," he said. "We'll form up initially as the current flights and main operating locations, and quickly transition into the new structure. So, when they go back, they go back as members of one of the three Reserve Recruiting regional squadrons."

Many changes have already occurred or are underway including some restructuring at headquarters, he added.

For the most part, the typical recruiter may not notice much change in their daily activity, but they will all enjoy the efficiencies, according to Maj. Michael Farr, chief of headquarters resources division.

"One improvement is that the health professions and officer accessions recruiting professionals will see is a single, or straight chain. That is, they won't answer to both an officer accessions flight, and the NAF flights who 'owned' where they placed officers," Major Farr said.

Capt Angela Whealton, deput direc-

tor of operations, explained that some main operating locations will combine to improve efficiency and reduce supervisory overhead.

"We've taken a close look at all our business models and saw several areas where we can improve," she said. "Combining some locations is just good business. A geographic regional squadron structure will save a considerable amount of travel funds."

Captain Whealton cited the 604th Reserve Recruiting Flight's operational control of the Andrews AFB, Md., main operating location as a good example.

"When a Flight Training NCO traveled from March to Andrews, they would not only have to purchase very costly airfare, but fly through and past the regions of two other Reserve recruiting flights," she said. "Obviously this isn't an efficient way of doing business or spending resources."

According to CMSgt Mike Bibby, Reserve recruiting service manager, we are transforming away from a structure which sometimes negatively affected production.

"The lines of distinction between numbered air forces and our flights have been rapidly blurring the past few years and will continue to with BRAC and TFI initiatives," he said. "This transformation will be a welcome change which will help production. We'll be more agile and adaptable."

Colonel Mungavin envisions a seamless transformation. "It'll be quick and painless for all, including our customers. The NAFs will still retain ready access to RS staff, and the recruiters will enjoy more efficient access to everything they need to remain successful. Being flexible and adaptable like this is one of the reasons we're the best recruiters in the world."

Western



s into squadrons

Capt. Angela Whealton
Deputy operations officer

When a Flight Training NCO traveled from March to Andrews, they would not only have to purchase very costly airfare, but fly through and past the regions of two other Reserve recruiting flights. Obviously this isn't an efficient way of doing business or spending resources."



As of press time, the above graphic shows the proposed new regions for line recruiters. For the most up to date information, watch e-mail and attend the October DFT.

Illustration by MSgt Jason Tudor

ON THE BAG



Photo courtesy MSgt Jim Abele

Top of the World

Major Dawn R. Wagner reads the oath of enlistment to David J. Pittenger while his niece, Megan, holds an American flag June 27. The major conducted the ceremony on top of "Snowbird", an 11,000-foot peak in the Wasatch-Cache National Forest in Utah. While Salt Lake City boiled in 103-degree temperatures, the threesome enjoyed 76-degree weather for the event. Airman Pittenger will be part of the 67th Aerial Port Squadron at Hill AFB, Utah.

Tool store owner hammers oaths home

by Lou Antonelli
Bowie County Citizens Tribune

(Editor's note: This story is about an enlistment that occurred earlier this year.)

A New Boston, Texas, small business was the site where a young man took a big oath Thursday afternoon.

Leon Dangerfield, 20, enlisted in the Air Force Reserve and thanks to local businessman Dave Conley he was able to swear his oath of allegiance right here in New Boston.

Mr. Conley opened his business on

West Hoskins Street — New Boston Tools — seven years ago.

In his earlier life he spent 27 years in the Navy, retiring as a commander.

Over the years Mr. Conley has volunteered to give the oath of allegiance to new recruits as a convenience to them and the military.

Only a commissioned officer can give the oath, he notes; local recruiting offices in Texarkana are staffed by noncommissioned officers.

Mr. Conley will give the oath to a recruit if requested and had done so a num-

ber of times over the years.

Thursday afternoon was the first time the opportunity came up in approximately a year and a half.

Air Force Recruiter Tech Sergeant Paul Martinez accompanied Mr. Dangerfield to Conley's business, where he took his oath.

Thanks to Conley's help, the new recruit avoided having to otherwise make a trip to Shreveport/Bossier City, La.

Martinez said now Dangerfield can report directly to Lackland Air Force Base in San Antonio in June.

(Reprinted with permission)

Recruiting's 'Knights'

Whiteman team first to annual goal

by Master Sgt.
William Huntington
442nd Fighter Wing
Public Affairs

WHITEMAN AIR FORCE BASE, Mo. — The 442nd Fighter Wing recruiting team has demonstrated its boldness by becoming the first main operating location in Air Force Reserve Command to surpass its annual recruiting goal May 10. As a result, its members were "knighted" for their efforts.

Master Sgt. Jerry Hancock, in-service and line recruiter; Tech. Sgt. Randy Matthews, line recruiter; and Staff Sgt. Robert Fuller, line recruiter, all led by Senior Master Sgt. James Fritzen, beat out 45 other AFRC recruiting teams worldwide. Their goal was 85 accessions. As of July 1, they had recruited 105 people or 124 percent of the goal.

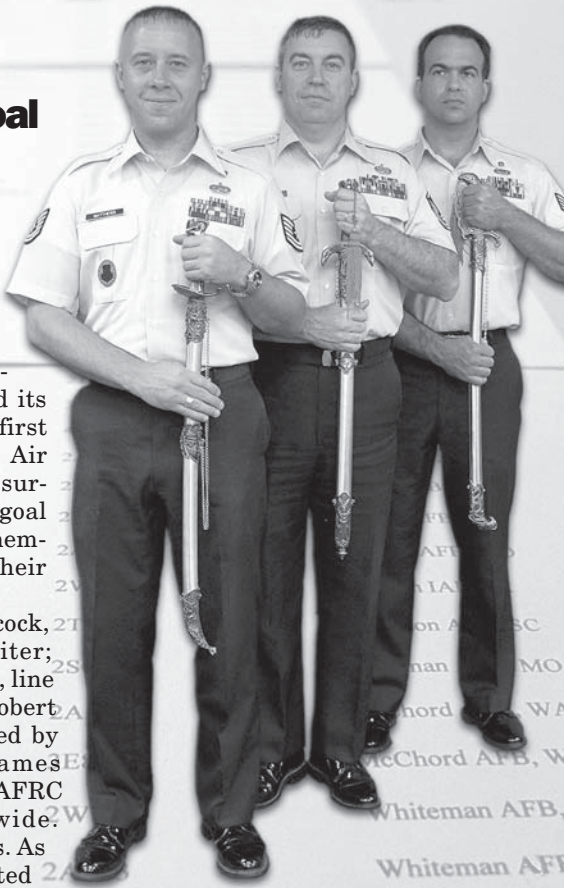
As team leader and senior recruiter, Sergeant Fritzen rewarded his team by having them each knighted in a special ceremony honoring their warrior spirits.

"I wanted to do something special for my guys," Sergeant Fritzen said. "Since our theme here is 'Warriors of Whiteman, first into battle, last to leave,' I thought what better way to recognize them than to have them knighted as warriors and then present each of them with swords for their outstanding effort."

Maj David Kurle, 442nd FW public affairs officer, knighted the three.

"I asked Major Kurle to do the honors," Sergeant Fritzen said, "because he had just received the award as top public affairs officer in AFRC and then in the Air Force."

The competition to reach their recruiting goal first has been tough, but most of the time the Whiteman



Reserve recruiters have been leading the pack.

"We lead the way all year long in 10th Air Force and have traded places back in forth in AFRC," Sergeant Fritzen said. "We've had some tough competition from the recruiters at Hill AFB, Utah, who have been striving to take the lead from us. The competition has been nerve racking, but it's all in fun."

Leading the way in accessions for the team has been Sergeant Hancock who, according to Sergeant Fritzen, was the first recruiter to make annual goal this year and the first to achieve the command's highest award in recruiting, the Century Club.

"We have done this as a team," Sergeant Hancock said. "Tech. Sgt. Matthews and Staff Sgt. Fuller have been working hard to contribute as much as they can, putting in extra hours and working many events." (*Air Force Reserve Command News Service*)



SPECIAL EDITION

Ten tips from the Knights and SMSgt James Fritzen!

1. **Building rapport and relationships** with the wing and gain their support for our mission. You are only as good as those who support you.
2. **Spending time with the units** seeing exactly who, what, where, when and how they do things in their unit first hand so that this information can be passed on to the applicant. Bonus AFSC.
3. **Having an outstanding and knowledgeable administrative assistant** whose experience in our program has exceeded 26 years.
4. **Work smarter by removing road blocks and hurdles** as much as possible, pave the way. Simplicity is sometimes the most efficient.
5. **Work air show, sporting and other events** to draw community awareness and knowledge of the Air Force Reserve's presence locally.
6. **Be willing to take the initiative** and try new things for nothing else than the experience. If it did not work you may not try it again or you may try a different approach to achieve the desired outcome.
7. **Have training on the first morning of the UTA covering** items of interest or each others weak areas to build upon. e.g. IMPACT or interview process.
8. **Providing the latest and greatest equipment** or tools possible to help recruiters do their jobs more efficiently.
9. **Being there for your troops** to support them with their overall morale and welfare.
10. **Leadership that fosters team relationships and unity** with one goal in mind and that is to be successful in all we do. Have fun and enjoy what you do.



Courtesy photo

City of Hialeah Mayor Julio Robaina cuts the ribbon marking the grand opening of a new Air Force Reserve recruiting office May 8. 482nd Fighter Wing Commander, Col. Randy Falcon (second from right), and SMSgt Alexander Vasquez, senior recruiter (far right) as well as members of the Hialeah city council attended the ceremony to welcome the recruiters to the area. The Hialeah office is the third satellite recruiting station for the 482nd Fighter Wing in South Florida. (Courtesy photo)

Recruiters open new office, intensify efforts

by Dan Galindo
482nd Fighter Wing Public Affairs

HIALEAH, Fla. -- Homestead Air Reserve Base, Florida's 482nd Fighter Wing Commander Col. Randy Falcon joined the Mayor of Hialeah, Julio Robaina, and city council members May 8 in a ribbon-cutting ceremony to mark the grand opening of a new Air Force Reserve recruiting office here.

The new office is one of several efforts by base recruiters to find future reservists for the wing and ultimately find the manpower for the growing mission at the base. The 482nd FW is expecting the arrival of nine more F-16 fighter jets as a result of the 2005 Base Realignment and Closure decision.

Reserve recruiters from Homestead Air Reserve Base took over the office from

active-duty recruiters in February, making it the third satellite recruiting station for the 482nd Fighter Wing. The other South Florida offices are in the cities of Doral and Lauderdale.

"We have more positions to fill due to future growth," said Senior Master Sgt. Alex Vazquez, lead recruiter for the 482nd Fighter Wing. "In addition to the new office and bringing another recruiter on board, each recruiter has developed a plan to attract the most applicants for their efforts. Our team understands the need for an effective strategy, advertising and incentive plan."

Part of the recruiting strategy includes investing in a variety of advertising methods to raise community awareness. Public service announcements, career days, job fairs, community media events, zone canvassing, base tours, targeted mailing campaigns

and advertising discretionary funds are just some of the available resources the recruiters are using to improve their marketing efforts.

"Also, we've updated our local incentive program so our recruiters have the opportunity to achieve success while being rewarded for their accomplishments," Sergeant Vazquez said.

The new office is co-located with recruiting stations for other branches of the military, an aspect of the location that Sergeant Newkirk sees as beneficial.

"The improved visibility should result in more 'walk-in' traffic, and the proximity to other recruiting services should allow me to build working relationships with them," he said. "That will lead to more referrals and possibly invitations to recruiting events that I might not have otherwise heard about."



Courtesy photo

Elsie Peterson Adcock was only 17 years old when she left her hometown of Rayville at the government's urging and headed to Barksdale Air Force Base in Bossier City following Pearl Harbor. At Barksdale, Adcock was trained to work on B-24 and C-87 planes.

In her footsteps

Airmen follow great grandmother into service with help of Reserve Recruiter

**by Stacy Temple
The News-Star
Monroe, La.**

After training, Adcock was sent to Texas, where she was one of the many women who rolled up their sleeves and did manual labor, building planes while American men were fighting in World War II.

Now, more than 60 years later, this great-grandmother is getting ready to send two of her great-grandsons to train at the very same place in a situation that seems oddly similar more than six decades later.

Airmen First Class Bradley

Bridges and his cousin, Airman First Class Josh Dupont, both 20, are preparing for Basic Military Training.

The two cousins, both Rayville natives and 2005 Riverfield Academy graduates, recently joined the U.S. Air Force Reserves, and once their training is complete, the men will be assigned to the 917th Maintenance Squadron at Barksdale where they will work on B-52H bombers.

Master Sgt. David Beach, an Air Force Reserve recruiter, said history has repeated itself because the men will be working on what Beach calls "the grandson" of the same plane that Adcock worked on

when she was around their age.

"She has passed the baton," Beach said of Adcock. "Eventually, we are going to lose the people that can tell these stories because these stories don't always get passed along. Another amazing thing is that both of these men volunteered like she did. Now, there is no draft."

Adcock, who is fondly referred to as "Nana" by her two great-grandsons, said she felt the need to do something after the attacks on Pearl Harbor.

Because she was too young to join the Women's Air Corps, she boarded a

See FOOTSTEPS, next page

FOOTSTEPS, from previous page

bus for Barksdale.

While there, she trained to be a machinist, while other women trained to be "Rosie the Riveter," a nickname derived to describe female defense workers.

The women were then sent to Waco, Texas, for more training. In Texas, Adcock worked for Consolidated Vultee Aircrafts.

By this time, she was only 19.

But, soon after she began work, Adcock had an allergic reaction to the oil used on the aircrafts and was made a dispatcher.

As the war continued, Adcock continued to work, watching plane parts whirl by her desk on a conveyor belt.

"We didn't know what was going on during the war except for newspapers and the radio. There was no television," Adcock said.

Back then, people put their names on a waiting list for an automobile, some soldiers were only allowed to send one letter home a month, and even those were

censored, and nylons, sugar and gasoline were rationed.

"It was a terrible thing," Adcock said. "We weren't prepared for it when it started."

After deciding to join the Air Force Reserves, the two cousins found out about their great-grandmother's work during World War II and said they felt proud.

"It has been a lifelong dream of mine to join the military," Bridges said. "I started checking into it and I mentioned it to Josh, and he decided to join, too."

Despite joining around the same time, the two men will attend different training.

Bridges leaves on Tuesday for Basic Military Training at Lackland Air Force Base in Texas. Once he completes basic training, he will be sent to technical training at Sheppard Air Force Base in Texas, where he will learn Aircraft Fuel Systems.

Dupont will leave for Basic Military Training Aug. 14 for Lackland Air Force Base. After completing basic training, he will be sent to technical training at Naval Air Station Pensacola, Florida.

While in Florida, Dupont will train

in nondestructive inspection.

Both men plan on continuing their education at the University of Louisiana at Monroe once their training is completed.

Dupont said he also has a grandfather who fought in World War II, and Bridges uncle, Dr. Brian Krier of Rayville, a major in the Air Force, was at his swearing in ceremony.

Both men said they are like their great-grandmother in many respects.

In 1941, Adcock said working on planes was the best opportunity for women at the time.

Dupont and Bridges said after they graduated high school, the military felt like the next step. Both are looking forward to basic training and serving their country.

"They are carrying on a family legacy of service," Beach said. "The service has changed some, they are working on a different bomber than she worked on, but it is still the same."

(Article and photo are reprinted with permission.)

RS readies for training

Recruiters should prepare to be 'slammed' for October effort in Georgia

by MSgt Jason Tudor
Public Affairs NCO

New facilities, wall-to-wall training and the opportunity to break away from recruiting duties are three of many reasons this year's AFRC Reserve Recruiting Service Deployment for Training will be unlike any other, according to the event's chief organizer.

This year's event runs from Oct. 19-26 at the Combat Readiness Training Center in Savannah, Ga. SMSgt Frank Casey, DFT project officer, said so much is new and different.

"We're slammed," Sergeant Casey said about the training. "We could use another day to fit everything

DFT 2007

in. The first day, we're up until almost 11 p.m. with training. It will be a busy week."

Included amongst the events will be a "sports day," which is still being formulated; the Century Club luncheon; ancillary training, a combat dining-in and two days of awards

events. Speaking at the combat dining-in is the command chief master sergeant for Air Force Reserve Command, CMSgt Troy McIntosh. Also invited to speak at the awards banquet is AFRC Commander Lt. Gen. John A. Bradley.

The first DFT took place in 2001. Then, attendees had little free time. Events were structured to occupy attendees' time from sun up to sun down. For this event, attendees will have more free time, but the focus will remain on training.

"It's a great reminder that attendees are still part of the big picture Air Force and the DOD. They can be deployed at a moment's

notice like any Airman," said Sergeant Casey, who also functions as AFRC Reserve Recruiting Service's deployment manager. "We want to give people a sense they are part of something larger than themselves. The DFT does that."

In addition, Sergeant Casey said recruiters will be the first to use a newly built event center complete with banquet and briefing rooms, upgraded technology and more space.

A complete look at the DFT, schedules, event outlines and more will be published as an eight-page program in the October Reserve Recruiter. That issue should be in mailboxes Oct. 10.



Courtesy photo

Senior Airman Leslie Bailey, a flight attendant with the 73rd Airlift Squadron, works hard to provide top-notch customer service to her passengers.

Friendly skies seek recruits

**by Capt. Stan Paregien
932nd Airlift Wing**

SCOTT AIR FORCE BASE, Ill. – More flight attendant jobs are waiting to be filled on two different Reserve airframes. When the country's top military and civilian leaders fly on missions around America and the world, Illinois Air Force Reservists are on hand to make sure they receive the best care in the air.

The Reservists are part of a select group of military flight attendants who are members of the 73rd Airlift Squadron, 932nd Airlift Wing, an Air Force Reserve Command unit located at Scott Air Force Base, Ill.

The wing flies VIP airlift missions on the C-9C aircraft and the new C-40C. The wing already had three of the C-9C models in use and then received two new C-40C planes in 2007 and a third will come straight from the assembly line in Novem-

ber. With the same paint scheme as Air Force One, they are shining jewels in the crown of this small Illinois wing of 945 people.

"We are currently manned with 18 flight attendants and our future goal is 41. Some are fulltime and some are traditional reserve slots. They love this job and work hard, but enjoy worldwide travel, and we are now requested by name by higher level Department of Defense leaders," said Colonel Tom Kirkendall, the operations group commander.

It takes a special person to make service for high-level passengers — to include the chairman of the Joint Chiefs of Staff, the First Lady of the United States, the secretary of State, secretary of the Interior, the CIA director and the speaker of the House, just to name a few — the top priority at 28,000 feet while also juggling many other duties.

TSgt Elizabeth Wszalek just celebrated her one year anniversary as a 932nd Airlift Wing flight attendant. She didn't always have food preparation skills.

"I used to do the bare minimum cooking at home and was an experimental salad girl in high school. I then transferred from the Mission Support Flight and went to flight attendant training, and now I cook all the time.

"The biggest challenge for me is making contact with the head of the VIP party we are dealing with to make sure they select the menu items in a timely manner so we (flight attendants) can grocery shop for the mission. This involves mission prep, checking ice requirements at each stop, getting enough pillow and blankets, and checking air stairs availability. We do a lot more than

See SKIES, Page 20

RESERVE RECRUITER

EDITORIAL STAFF

Col. Francis M. Mungavin
Commander/Director

Lt. Col. Leslie Pratt
Chief, Advertising and Information Systems Division

CMSgt Robert Starkey
Chief, Advertising Branch

MSgt. Jason Tudor
Editor

This funded Air Force Reserve magazine is an authorized publication for members of the U.S. military service. Contents of the Reserve Recruiter are not necessarily the official views of, or endorsed by, the U.S. Government, Department of Defense or Department of the Air Force. The editorial content is edited by Public Affairs, Air Force Reserve Command Recruiting Service, 1000 Corporate Pointe, Warner Robins, GA 31088. Articles and photos submitted for publication must be received no later than the twentieth day of the month preceding publication.

Send articles, digital photos and comments to:

reserve.recruiter@afrc.af.mil

Something to Remember

"People of mediocre ability sometimes achieve outstanding success because they don't know when to quit. Most men succeed because they are determined to."
George E. Allen

"Perseverance is more prevailing than violence; and many things which cannot be overcome when they are together, yield themselves up when taken little by little." **Plutarch**

"Perseverance is not a long race; it is many short races one after another."
Walter Elliott



Photo by TSgt Paul Dean

Dr. Cora stands in front of the sign near one of Homestead Air Reserve Base's gates Aug. 4.

Driven to Serve

Reserve recruiter finds medical treasure in South Florida

by Master Sgt. Jason Tudor
Air Force Reserve Recruiting Service

The résumé reads more like that of a presidential appointee than a doctor from Miami.

A cum laude graduate from medical school; a magna cum laude master's degree in business administration; a score of professional affiliations up and down the Eastern Seaboard; fluently speaks English, French and Spanish; runs her own successful business; and has built a personal bibliography that would make an experienced journalist blush.

Dr. Gabriela Cora's professional credentials include four separate listings in Who's Who and seats on editorial boards as well as a raft of

television and radio appearances. Certainly, the compilation of knowledge and experience would have earned her a senior job at any top corporation, but she wanted more. So, instead of Fortune 500 luxury, she chose to join a company that delivers 500-pound bombs to the misfortune and discomfort of its enemies.

Dr. Cora has added "commissioned officer in the Air Force Reserve" to her list of credits. As a major, she'll fill a 4-year-old need for a psychiatrist on the medical staff of the 482nd Fighter Wing at Homestead Air Reserve Base, Fla.

She said this opportunity has been a long time coming.

"My driving force is the contribution I can make," Dr. Cora said. "I see

myself as someone who will be able to provide guidance and leadership in psychiatry and psychology treatment."

Her appointment to the post isn't random. Her life's successes are not flukes, nor was any of it easy.

Dr. Cora and her family moved from a Brooklyn, N.Y., neighborhood that was getting "tougher and tougher" to chase business opportunities in Argentina. She attended British schools and regimented her time. English classes in the morning. Spanish in the afternoon. A day that started at 7:30 a.m. and ended at 5:30 p.m.; according to her Web site, she studied psychology, world religions, astrology and meta-

See **DRIVEN**, next page

physics on her own, as she continued to excel in her academic studies at school, graduating as class valedictorian.

"The academics were always very easy to me. I've always enjoyed the structured time," she said.

Dr. Cora was the first in her family – her father is an entrepreneur; her mother worked in banking – to attend college, also in Argentina. Her brother and sister followed. The question was never "if" she'd go, only "when."

"I was so driven, my parents often said, 'Sit back and calm down!'" she said.

Meanwhile, there was the question of what to do with her life? Dr. Cora said the choice was finding one profession where she could excel. So, she chose medical school, the Universidad de Buenos Aires School of Medicine in 1989. An already difficult choice was made even harder by the fact that she had two children.

"Graduating medical school with two children was the toughest obstacle I've overcome," she said. "You just go go go. A lot of people asked, 'How can you?' I said, 'Why can't I?'"

Since then, she's crossed the globe working with giants of industry like Coca-Cola, Pfizer, the World Bank and others speaking about performance and development, crisis leadership, crisis management, stress management and other specialty areas. She's given presentations in the United States, the Americas, Europe, Africa and Asia.

Meanwhile, her life had not been without civil service, either. From 1995 to 1999, Dr. Cora served as a lieutenant commander and clinical research associate with the U.S. Public Health Service in Bethesda, Md. But getting back into public service hasn't been easy. She's sought an opportunity since 1999, when she moved from Maryland to Miami. Nothing concrete presented itself until a mutual friend, an Air Force officer, pointed her toward the Air Force Reserve and Master Sgt. Michael Edwards.

Fortune smiled on Sergeant Edwards by delivering Dr. Cora to him. Homestead had the long-standing need, and recruiting psychiatrists is tough. In fact, just five psychiatrists serve in the entire Air Force Reserve, with another 140 on



Photo by TSgt Paul Dean

Senior Airman Latasha Chambers, 482nd Medical Squadron, talks to Dr. Cora during her in-processing Aug. 4.

active duty, according to the Air Force Personnel Center. That means if each psychiatrist were to split the load evenly, each would have 2,627 potential patients from both service components.

"A fellow recruiter worked for 12 years and never put in a psychiatrist," Sergeant Edwards said. "They are very hard to come by."

Dr. Cora recently had finished her master's degree in health administration and policy. Not long afterward, she knocked on Sergeant Edwards' door. Both leaped head first into the Reserve recruiting opportunity.

"Dr. Cora came to the recruiting interview well armed; totally prepared," he said. "She had all the documentation, and her organizational skills stood out. She's been ready and waiting for some time."

The full process of getting Dr. Cora her gold leaves took about eight months, with paperwork stops at Air Force Reserve Command headquarters, the Air Force Personnel Center and the Pentagon. All the while, Dr. Cora – who'd waited for more than 38 months to find the Air Force Reserve slot – sat patiently. So, patiently, in fact, Sergeant Edwards gave her a nickname.

"Wonder Woman," he said, laughing. "For a lot of people, when the opportunity doesn't happen quickly, they just walk away. Not her. She was resilient and hung in there."

Col. (Dr.) Scott Howell, 482nd Medical Squadron commander, is also happy Dr. Cora "hung in there." He had no idea she so actively sought a position

with the military for so long until Sergeant Edwards championed her commission. Dr. Howell said her education, enthusiasm and training stood out.

"Had I known about her earlier, I would have hired her in two minutes," he said.

Echoing Sergeant Edwards' sentiment, Dr. Howell said recruiting mental health nurses and psychiatrists is always difficult, adding he's also losing a mental health nurse from his 120-person staff soon.

"If we didn't have Dr. Cora coming in now, we may have been stretched," he said.

Her vision of military service fulfilled, Dr. Cora's ready to get on with helping people at the South Florida military base.

"It's a very nice fit, given what I can contribute," she said. "I have a pretty good eye at anticipating things. One of those challenges will be to move things to the next level."

Dr. Cora intends to bring a full spectrum of support to the wing, including building better ties with the Department of Veterans Affairs.

"I'm already in touch with friends there to get that process started," she said.

Her first appointment lasts three years. Will she stay longer? If her career and standout résumé is any indication, the answer is easy.

"My driving force is the personal contribution I can make," she said. "I could see myself doing it again."

basic airline attendants. We even load luggage, cook full meals and are responsible for emergency procedures,” she said.

TSgt Tom Otten is another one of those special flight attendants.

“I love being a flight attendant because it gives me the opportunity to truly live the motto of service before self,” Sergeant Otten said. “Our entire job revolves around putting others first and caring for their needs above our own. The amount of planning, flexibility and hard work that it takes to fly a mission is something that I find very challenging and very rewarding.”

The basic flight attendant course is a five-week

‘There is a lot that goes into just the prep work before the mission even leaves the ground. But if you are willing to do the work, this is the job for you.’

course covering such things as becoming a flyer, how to evacuate the airplane in an emergency, getting to know your emergency equipment on the airplane and, of course, the culinary part, which is the cooking.

The extensive training requirement is one reason military members who want to cross-train into the

flight attendant program must have at least a five-level in their current career field. It takes a lot of time to get to the five-level to begin with, so this requirement helps the 73rd AS by ensuring it is hiring people who are already experienced in Air Force business.

Combat survival training teaches flight attendants and other crew members how to survive in the outdoor elements, how to evade the enemy and what to do if they are captured. Water survival class teaches them how to survive if the pilot is forced to ditch the plane in water somewhere.

Egress simulator training shows flight attendants how to evacuate an airplane in different scenarios. It also covers ditching procedures.

All the training adds up to produce well-rounded, professional flight attendants.

“The hardest part so far about being a flight attendant is the hours,” said SSgt April Tarbill. “It is not necessarily



Courtesy photo

The C-40 is one of the used by flight attendants for missions around the world.

the hours that you have to work, like long flight hours, but the actual hour of the day that you have to get up and prepare for a flight.

“I’ve had many flights where I have to get up at midnight so I can travel and be at the airplane two hours prior to a 4 a.m. takeoff time. Trying to go to bed early enough to sleep long enough for a long flight is hard on the body, and with all the time changing you do, I can’t say it is easy. It is just an adjustment you get used to.

“There is a lot that goes into just the prep work before the mission even leaves the ground. But if you are willing to do the work, this is the job for you.”

Col. Maryanne Miller, 932nd AW commander, said that despite all of the demands and training requirements, she understands why Reservists choose to become flight attendants.

“It’s an exciting time in our wing’s history,” Colonel Miller said. “We represent the only wing in Air Force

Reserve Command that provides executive airlift support for our nation’s senior leaders. Supporting our nation with superior service is a mission we understand and enjoy doing. Every evaluation that comes back from the customers after our flights is outstanding.”

The commander of the airlift squadron, pilot Lt. Col. Bud Johnson, pointed out that the “932nd flight attendants are exceeding everyone’s expectations, and we are proud that our wing is becoming the place to represent the Air Force Reserve to the leaders of the country. They are the main people the customer sees and they must be courteous, kind and friendly.”

Applicants must pass a board interview process and meet flight physical requirements as a flying crew member. Information is available by calling 618-229-7173 or toll free 800-257-1212.

AIR FORCE RESERVE RECRUITING SERVICE
1000 CORPORATE POINTE
WARNER ROBINS GA 31088-3430
Return Service Requested

Presorted
First Class
US Postage
PAID
Permit No. 294
Tucker, GA